

**Exhibit II.1:**  
**Age Range of Baby Boom Generation**  
**for Selected Years, 1985-2030**

<b>Year</b>	<b>Age Range of Baby Boomers</b>
<b>1985</b>	<b>21 to 39 years old</b>
<b>1995</b>	<b>31 to 49 years old</b>
<b>1996</b>	<b>32 to 50 years old</b>
<b>1999</b>	<b>35 to 53 years old</b>
<b>2000</b>	<b>36 to 54 years old</b>
<b>2005</b>	<b>41 to 59 years old</b>
<b>2010</b>	<b>46 to 64 years old</b>
<b>2015</b>	<b>51 to 69 years old</b>
<b>2020</b>	<b>56 to 74 years old</b>
<b>2025</b>	<b>61 to 79 years old</b>
<b>2030</b>	<b>66 to 84 years old</b>

Source: The Urban Institute

**Exhibit III.1**  
**Estimated Number of Mature and Older Adults**  
**in Selected Years, 1985-2020**  
(Millions of Persons)

Age group	1985	1990	1995	2000	2005	2010	2020	% change 1995-2005
45-49 yr olds	11.6 million	13.9 million	17.5 million	20.1 million	22.5 million	22.0 million	19.3 million	28.6%
50-54 yr olds	10.9	10.6	13.5	16.9	19.4	21.5	19.7	43.7
55-59 yr olds	11.3	11.1	10.9	13.0	16.3	18.4	20.7	49.5
60-64 yr olds	10.9	10.7	9.8	10.4	12.3	17.0	19.9	25.5
65-69 yr olds	9.3	10.1	9.7	9.5	9.8	11.7	16.9	1.0
70 and older	17.7	19.6	21.7	23.2	23.8	24.6	31.8	9.7

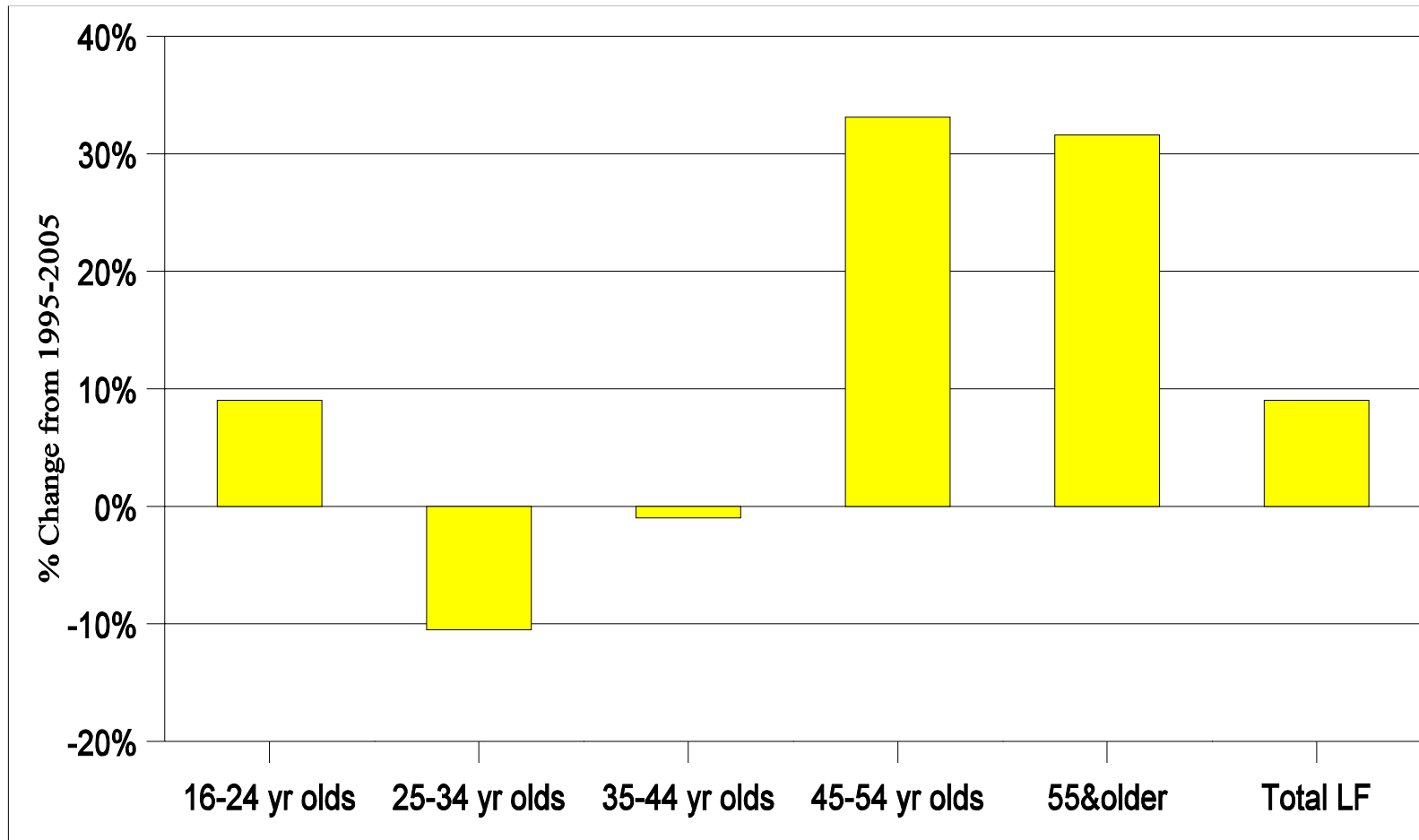
Source: Urban Institute calculations based on projections from the Census Bureau, the Bureau of Labor Statistics, and the Social Security Administration.

**Exhibit III.2**  
**Age Distribution of the Labor Force, 1995 and 2005**

Age Group	1995		2005		Change from 1995-2005	
	Number (millions)	Age Distribution	Number (millions)	Age Distribution	Number (millions)	Percent Change
<b>16-24 year olds</b>	22.3	16.5%	24.2	16.5%	1.9	8.5%
<b>25-34 year olds</b>	34.8	25.7%	31.2	21.3%	- 3.6	-10.3%
<b>35-44 year olds</b>	36.4	26.9%	36.4	24.8%	---	---
<b>45-54 year olds</b>	25.7	19.0%	33.6	22.9%	7.9	30.7%
<b>55 and older</b>	16.0	11.8%	21.3	14.5%	5.3	33.1%
<b>Total Labor Force</b>	135.2	100.0%	146.7	100.0%	11.5	8.5%

Note: Total labor force, based on Census data as used by Social Security Administration. Civilian non-institutional labor force, as reported by the Census Bureau, is 98.3 percent of total labor force.

**Exhibit III.3**  
**Projected Labor Force Growth, by Age Category, 1995-2005**



**Exhibit III.3:**  
**Projected Increase in Mature Worker Population, 1995-2005**  
(000's)

Status and Age Group	1995	2005	%Change 1995-2005
<b>Labor Force Participants</b>			
45-49 year olds	14,700	18,500	25.9%
50-54 year olds	10,600	15,100	42.5
55-59 year olds	7,400	10,900	47.3
60-64 year olds	4,400	5,600	27.3
65-69 year olds	2,100	2,200	4.8
70 and older	2,200	2,700	22.7
Total 45 and older	41,400	55,000	32.9%
<b>Employed</b>			
45-49 year olds	14,100	17,700	25.5%
50-54 year olds	10,200	14,500	42.2
55-59 year olds	7,100	10,400	46.5
60-64 year olds	4,200	5,400	28.6
65-69 year olds	2,000	2,100	5.0
70 and older	2,000	2,600	30.0
Total 45 and older	39,600	52,700	33.1%
<b>Unemployed</b>			
45-49 year olds	617	777	25.9%
50-54 year olds	445	634	42.4
55-59 year olds	311	458	47.4
60-64 year olds	180	229	26.9
65-69 year olds	92	97	5.0
70 and older	110	135	22.7
Total 45 and older	1,755	2,330	32.8%

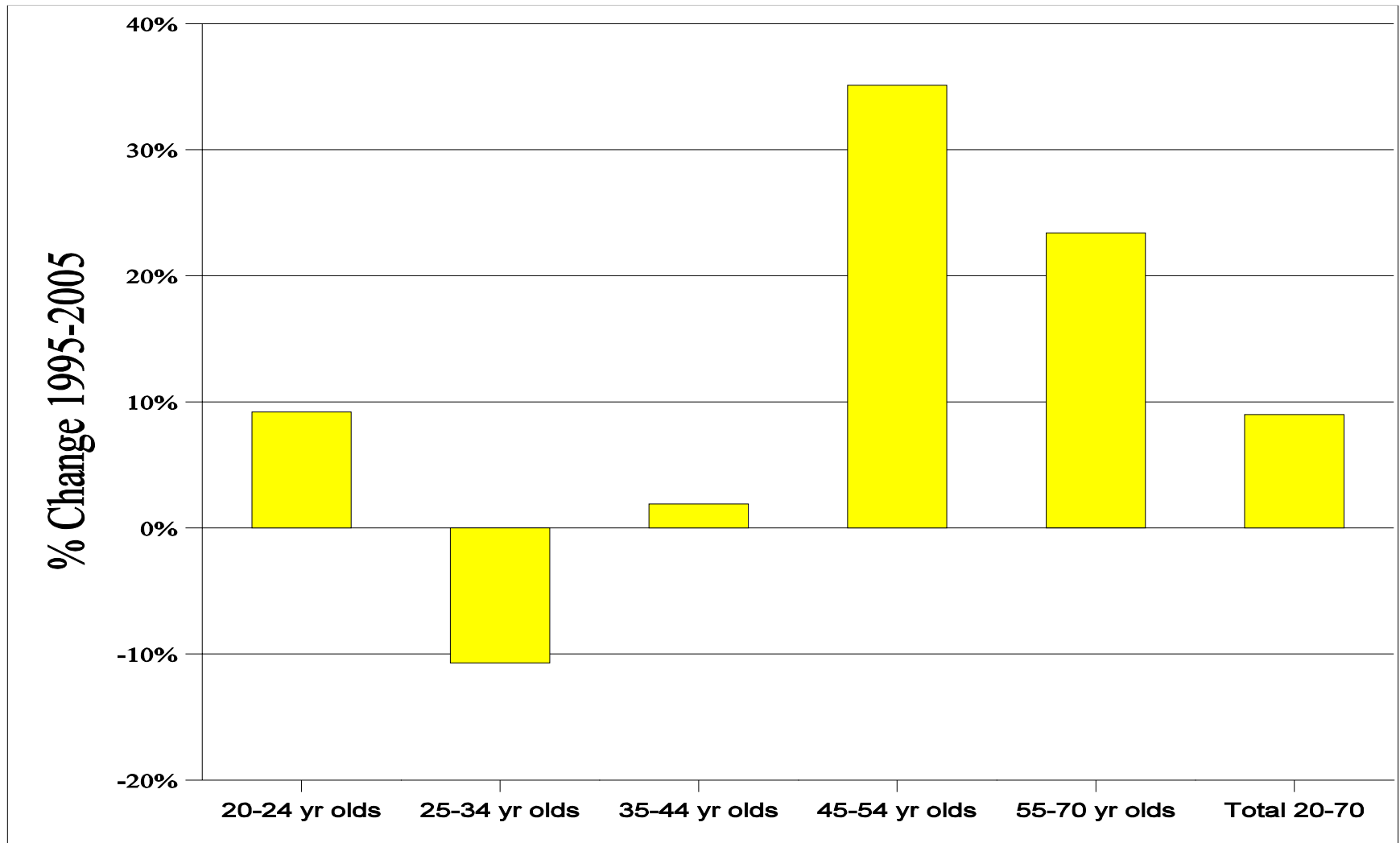
Note: Actual data for 1995 as reported by BLS and Census. Estimates for 2005 are based on Census, BLS and Social Security Administration projections of the population and labor force with 2005 employment and unemployment assuming the same rates as in 1995. Employed plus unemployed may not total labor force due to rounding. See Appendix B for other years and data.

**Exhibit III.4:**  
**Age Distribution of the JTPA-Eligible**  
**Economically Disadvantaged Population, 1995 and 2005**

Age Group	1995		2005		Change from 1995-2005	
	Number (000's)	Age Distribution	Number (000's)	Age Distribution	Number (000's)	Percent Change
<b>20-24 year olds</b>	2,535	10.3%	2,768	10.3%	233	9.2%
<b>25-34 year olds</b>	7,044	28.8%	6,288	25.5%	-756	-10.7%
<b>35-44 year olds</b>	5,109	20.9%	5,206	19.5%	97	1.9%
<b>45-54 year olds</b>	3,700	15.1%	5,000	18.7%	1,300	35.1%
<b>55-70 year olds</b>	6,100	24.9%	7,500	28.0%	1,400	23.0%
<b>Total Econ. Disadv. 20-70</b>	24,448	100.0%	26,762	100.0%	2,314	9.5%

Note: Based on 1990 estimates derived from Loprest and Barnow, 1993, assumes same proportions of population in each age group would be economically disadvantaged in 1995 and 2005 as in 1990. See Appendix C for additional years.

**Exhibit III.6**  
**Growth in Economically-Disadvantaged Population, 1995 to 2005**







**Exhibit III.5:**  
**Projected Increase in Poor Mature and Aged Adults, 1995-2005**  
(000's)

Status and Age Group	1995	2005	% Change 1995-2005
<b>Below Poverty</b>			
45-49 year olds	1,400	1,800	28.6%
50-54 year olds	1,100	1,500	36.4
55-59 year olds	900	1,300	54.5
60-64 year olds	700	1,100	30.0
65-69 year olds	900	1,000	0.0
70 and older	2,800	3,300	8.7
Total 45 and older	7,800	10,000	22.0%
<b>Economically Disadvantaged</b>			
45-49 year olds	2,100	2,700	28.6%
50-54 year olds	1,600	2,300	43.8
55-59 year olds	1,600	2,400	50.0
60-64 year olds	1,500	1,800	20.0
65-69 year olds	1,600	1,600	0.0
70 and older	3,500	3,800	8.6
Total 45 and older	11,900	14,600	22.7%

Note: Actual poverty data for 1995 as reported by BLS and Census. Estimates for 1995 economically disadvantaged based on Loprest and Barnow, 1993. Estimates for 2005 are based on Census, BLS and Social Security Administration projections of the population and labor force with poverty and economically-disadvantaged rates assumed to be the same as rates in 1995. See Appendix C for other years.

**Appendix B:**  
**Estimated Labor Force Activity of Mature and Older Workers, Selected Years 1985-2020**

Status and Age Group	1985	1990	1995	2000	2005	2010	2020	% change 1995-2005
<b>In Labor Force</b>								
45-49 yr olds	9.3 million	11.6 million	14.7 million	16.6 million	18.5 million	18.5 million	15.8 million	25.9%
50-54 yr olds	8.0	8.9	10.6	13.3	15.1	16.8	15.2	42.5
55-59 yr olds	7.2	7.1	7.4	8.8	10.9	12.3	13.7	47.3
60-64 yr olds	4.8	4.8	4.4	4.7	5.6	7.1	8.9	27.3
65-69 yr olds	1.7	2.1	2.1	2.3	2.2	2.4	3.4	4.8
70 and older	1.5	1.8	2.2	2.4	2.7	2.5	3.0	22.7
<b>Employed</b>								
45-49 yr olds	8.9 million	11.1 million	14.1 million	15.9 million	17.7 million	17.7 million	15.1	25.5%
50-54 yr olds	7.7	16.1	10.2	12.8	14.5	16.1	14.6	42.2
55-59 yr olds	6.9	11.8	7.1	8.4	10.4	11.8	13.1	46.5
60-64 yr olds	4.6	6.8	4.2	4.5	5.4	6.8	8.5	28.6
65-69 yr olds	1.6	2.3	2.0	2.2	2.1	2.3	3.2	5.0
70 and older	1.4	2.4	2.0	2.2	2.6	2.4	2.8	30.0
<b>Working P/T but Want F/T</b>								
45-49 yr olds	427,000	532,800	676,800	763,200	850,000	850,000	724,800	25.6%
50-54 yr olds	369,600	412,800	489,600	614,400	700,000	770,000	700,800	43.0
55-59 yr olds	331,200	326,400	340,800	403,200	500,000	570,000	628,800	46.7
60-64 yr olds	220,800	220,800	201,600	216,000	260,000	330,000	408,000	29.0
65-69 yr olds	16,000	20,000	20,000	22,000	20,000	20,000	32,000	0.0
70 and older	14,000	17,000	20,000	22,000	30,000	20,000	28,000	50.0
<b>Unemployed</b>								
45-49 yr olds	390,600	487,200	617,400	697,200	777,000	770,000	663,600	25.9%
50-54 yr olds	336,000	373,800	445,200	558,600	634,000	706,000	638,400	42.4
55-59 yr olds	357,000	298,200	310,800	369,600	458,000	516,000	575,400	47.4
60-64 yr olds	196,800	196,800	180,400	192,700	229,000	291,000	364,900	26.9
65-69 yr olds	74,800	92,400	92,400	101,200	97,000	105,000	149,600	5.0
70 and older	75,000	90,000	110,000	120,000	135,000	125,000	150,000	22.7

Source: Urban Institute calculations based on BLS and SSA data and projections.

**Appendix C:**  
**Estimated Number of Mature and Aged Adults Below Poverty, Selected Years 1985-2020**

<b>Status and Age Group</b>	<b>1985</b>	<b>1990</b>	<b>1995</b>	<b>2000</b>	<b>2005</b>	<b>2010</b>	<b>2020</b>	<b>% change 1995-2005</b>
<b>Low Earnings Workers</b>								
45-49 yr olds	2.4 million	3.0 million	3.8 million	4.3 million	4.8 million	4.8 million	4.1 million	26.3%
50-54 yr olds	2.1	2.3	2.8	3.5	3.9	4.3	3.9	39.3
55-59 yr olds	1.9	1.8	1.9	2.3	2.8	3.2	3.6	47.4
60-64 yr olds	1.3	1.3	1.1	1.2	1.5	1.8	2.3	36.4
65-69 yr olds	0.5	0.6	0.6	0.6	0.6	0.6	0.9	0.0
70 and older	0.4	0.5	0.5	0.6	0.6	0.6	0.8	20.0
<b>Below Poverty</b>								
45-49 yr olds	1.0 million	1.1 million	1.4 million	1.6 million	1.8 million	1.8 million	1.6 million	28.6%
50-54 yr olds	1.3	0.9	1.1	1.3	1.5	1.7	1.6	36.4
55-59 yr olds	0.9	0.9	0.9	1.0	1.3	1.5	1.7	44.4
60-64 yr olds	0.8	0.8	0.7	0.8	1.1	1.4	1.5	57.1
65-69 yr olds	0.9	1.0	0.9	0.9	1.0	1.2	1.6	11.1
70 and older	2.3	2.5	2.8	3.0	3.3	3.4	4.3	17.9
<b>Economically Disadvantaged</b>								
45-49 yr olds	1.4 million	1.7 million	2.1 million	2.4 million	2.7 million	2.6 million	2.3 million	28.6%
50-54 yr olds	1.3	1.4	1.6	2.0	2.3	2.6	2.4	43.8
55-59 yr olds	1.7	1.6	1.6	1.9	2.4	2.8	3.1	50.0
60-64 yr olds	1.6	1.6	1.5	1.6	1.8	2.6	3.0	20.0
65-69 yr olds	1.5	1.6	1.6	1.5	1.6	1.9	2.7	0.0
70 and older	2.8	3.1	3.5	3.7	3.8	3.9	5.1	8.6

Source: Urban Institute calculations based on BLS and SSA data and projections. Low earnings workers are those earning less than \$15,000 annually (1993 dollars). Economically disadvantaged estimates for 1990 are from Pamela Loprest and Burt Barnow, "Estimating the Universe of

Eligibles for Selected ETA Programs,” Washington, D.C.: The Urban Institute, October 1993; with calculations for subsequent years based on extrapolations.